

Argument in Favor of Proposition 74

PROPOSITION 74 IS ONE OF THE BIPARTISAN REFORMS WE NEED TO GET CALIFORNIA BACK ON TRACK!

Prop. 74 is Real Education Reform

California schools used to be among the best in the nation.

Unfortunately, we've gotten off track *despite the fact that public school spending increased by \$3 billion this year and represents almost 50% of our overall state budget.*

Instead of just throwing more of our hard-earned tax dollars at the problem, we need to *get more money into the classroom and reward high-quality teachers* instead of wasting money on problem teachers.

Unfortunately, California is one of a handful of states with an outdated "tenure" law that makes it almost impossible and extremely expensive to replace poor-performing teachers.

According to the California Journal (05-01-99), one school district spent more than \$100,000 in legal fees and ultimately paid a teacher \$25,000 to resign. Another district spent eight years and more than \$300,000 to dismiss an unfit teacher.

Fighting the rules, regulations, and bureaucracy that protects unfit teachers squanders money that should be going to the classroom!

Today, even problem teachers are virtually guaranteed "employment for life."

Prop. 74 Is About Making Sure Our Students Have the Best Possible Teachers:

- Requires teachers to perform well for five years instead of just two before they become eligible for permanent "guaranteed" employment.
- With a five-year waiting period, teachers have more opportunity to demonstrate expertise and that they deserve tenure. Principals have more time to evaluate teachers.

- Makes it easier to remove a tenured teacher after two consecutive unsatisfactory evaluations.
 - Improves the quality of our teachers by rewarding the best teachers and weeding out problem teachers.
- Unfortunately, Opponents of Prop. 74 Don't Want Reform:*
- Union bosses have blocked many education reforms and just want voters to throw more tax money at education with no reform!
 - They will stop at nothing to defeat Prop. 74 and have spent millions for television ads to confuse voters on the reforms we need to get California back on track.
- Don't Be Mislead by Their Deceitful Tactics. Classroom Teachers Say "YES" on Prop. 74:*

"I've been an elementary teacher for 17 years. Good teachers don't need a guaranteed job for life. I want to be re-hired and promoted based on the job I do, not just how long I've been on the job. Yes on Prop. 74 will improve the quality of teachers and the quality of our schools."

*Susan Barkdoll, San Bernardino
City Unified School District*

"Most teachers are hardworking, care about their students, and go the extra mile. Regrettably, some teachers don't. I've known teachers who are an embarrassment to the profession. Our children deserve better. They deserve teachers who will motivate and challenge them to achieve at their highest potential, and principals need the ability to remove non-performing teachers from the classroom."

*Jacqueline Watson, Placentia-Yorba Linda
Unified School District*

"YES" on Prop. 74—Make Sure Our Students Have the Best Possible Teachers!

GOVERNOR ARNOLD SCHWARZENEGGER

GEORGE SCHULZ, Chair

Governor's Council of Economic Advisors

KARLA JONES

2004 Educator of the Year, Orange County

Rebuttal to Argument in Favor of Proposition 74

PROP. 74 IS DESIGNED TO PUNISH HARDWORKING TEACHERS—THAT'S NOT REAL EDUCATION REFORM

PROP. 74 DOES NOTHING TO DEAL WITH THE REAL PROBLEMS IN OUR SCHOOLS: It won't reduce class sizes, buy a textbook for every child, or make our schools clean and safe. Instead, it will discourage recruitment of the quality teachers we so desperately need. California already has a hard time finding and keeping our hardworking teachers.

SUPPORTERS OF 74 MISSTATE THE LAW: Today, teachers don't have a guaranteed job for life. Under current law teachers can be, and are fired. Prop. 74 will force school districts to divert tens of millions of dollars out of the classroom for administrative expenses.

READ PROP. 74. ABSOLUTELY NOTHING IN IT WILL "REWARD HIGH QUALITY TEACHERS." There was a program that evaluated teachers and rewarded high quality teachers with a \$10,000 bonus, but Governor Schwarzenegger cut the funding for it this year.

HOW DID THEY ARRIVE AT 5 YEARS PROBATION INSTEAD OF THE CURRENT TWO? There are no facts to prove that five years means better student performance or more qualified teachers.

Prop. 74 contains no mentoring or evaluation systems or any other support services to assist newer teachers to do their difficult jobs better.

Scapegoating teachers may be politically expedient, but it doesn't constitute the real reform agenda our schools need.

Prop. 74 is "a classic case of a solution in search of a problem." *San Francisco Chronicle*, July 11, 2005.

VOTE NO ON PROP. 74.

MARY BERGAN, President
California Federation of Teachers

MONICA MASINO, President
Student CTA

MANUEL "MANNY" HERNANDEZ, Vice President
Sacramento City Unified School District